

Clatsop Community College

Code: 4.805
Adopted: 10/89
Revised: 6/26/2003

GROUP INSURANCE ADMINISTRATIVE, SERVICE/SUPERVISORY AND CONFIDENTIAL CLASSIFIED STAFF

Group insurance, as described in this policy, is available to all regular College administrative, service/supervisory and confidential classified staff.

The College will provide a package of medical, vision, and dental insurance for which the College's contribution will be fixed annually. Any premium costs which exceed the College contribution per month shall be deducted from the employee's monthly paycheck. While the College participates in the unit rate through the insurer, the difference between the employee's monthly premium costs for medical, vision and dental coverage and the College's contribution, shall be paid out to the employee unless the employee decides not to participate in one or more of the plans offered. In the event that the College provides group insurance coverage for medical, dental, and vision at the tiered rating structure, employees will not be paid the difference between the College's cap and the premium costs.

Group insurance plans for administrative, service/supervisory and confidential classified staff include coverage for the employee, the employee's spouse or domestic partner as defined by the insurer, and eligible dependents. Subject to all eligibility requirements, coverage begins on the first day of work following the first day of employment.

Group life insurance and long-term disability coverage will be available for employees only, not dependents. Confidential classified employees will receive the same level of coverage as the majority of service/supervisory employees enjoy. Coverage begins the first day of employment.

END OF POLICY

original code: 170

Legal References:

ORS 652.610